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|  | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | The successful applicant must have: • A good honours degree  • Qualified Teacher Status  • Evidence of ongoing personal professional development | It is desirable that the successful applicant has evidence of: • Post-graduate study • The NPQH (or current Head teacher) | • Application Form/CV |
| **Experience** | The successful applicant must have: • Evidence of successful experience as a Headteacher in a school in challenging circumstances.  • Proven and demonstrable excellence as a classroom teacher  • Ability to secure high standards of behaviour and attendance  • Evidence of having implemented and maintained a successful inclusion strategy  • Experience of liaison with external agencies  • Developed and maintained high professional standards through Performance Management systems • Up to date knowledge of essential aspects of headship including curriculum, financial management, health & safety, employment legislation, data analysis, etc.  • Thorough understanding of Ofsted inspection framework  • Knowledge of and commitment to Safeguarding and Child Protection procedures | It is desirable that the successful applicant has experience of:  • Applying an understanding of learning principles and theories  • Teaching and management experience in Secondary school or Alternative Provision  • Experience of managing new developments such as bids, specialist status applications etc  • Use of a variety of behaviour management strategies |  |
| **Leadership & management skills & abilities (the ability to lead and manage people to work towards common goals)** | The successful applicant must be able to use appropriate leadership styles in different situations in order to:  • Create and secure commitment to a clear vision for the trust;  • Motivate, inspire and promote effective working partnerships with all stakeholders;  • Successfully initiate and manage change and improvement;  • Raise standards and provide a role model for students and staff;  • Devolve responsibilities, delegate tasks and monitor and evaluate practices to see that they are being carried out and are effective;  • Experience of observing lessons and of giving feedback  • Deal sensitively with people and resolve conflicts. | It is desirable that the successful applicant has:  • Exercised accountability effectively, efficiently and fairly.  • Had the opportunity to build, support and work with high performing teams | • Application Form/CV • Letter  • References  • Selection process |
| **Decision-making skills & abilities** | The successful applicant must be able to:  • Make decisions based upon analysis, interpretation and understanding of relevant data and information;  • Think creatively and imaginatively to anticipate and solve problems and identify opportunities;  • Demonstrate good judgement |  | • References  Selection process |
| **Communication skills & abilities** | The successful applicant must be able to:  • Communicate effectively orally and in writing to a range of audiences;  • Negotiate and consult effectively; • Develop, maintain and use an effective network of contacts. |  | * References * Selection processes |
| **Self-management skills & abilities** | The successful applicant must be able to:  • Prioritise and manage his/her own time effectively;  • Work under pressure and to achieve deadlines;  • Achieve challenging professional goals;  • Take responsibility for own professional development. |  | * References * Selection processes |
| **Attributes** | The successful applicant must display:  • a belief in inclusive education;  • a passion for education and children’s learning;  • a commitment to supporting the values and ethos of our Schools;  • integrity;  • self-confidence, personal impact, resilience and intellectual ability;  • an ability to foster a culture of respect and openness;  • adaptability to changing circumstances and new ideas;  • enthusiasm, energy, vigour and perseverance.  • empathy, humility and humour |  | * References * Selection processes * Letter |